

**LUDLUM
STEEL COMPANY
WATERVLIET, N. Y.**

June 1, 1935

Miss Ida M. Tarbell,
120 East Nineteenth St.,
New York, N.Y.

Dear Miss Tarbell:-

Thank you for your letter of May 28th. Your sympathetic approval is most helpful.

The recent ruling of the Supreme Court in regard to the NRA will, we hope, inspire more careful consideration of the Wagner Labor Relations Bill or any similar proposal before enactment into law.

Relative to your concluding paragraph, we have a Company Union. I am enclosing copy of our Employees Representation Plan as printed August 1st, 1934. The Plan is not perfect, but considering that the Employees themselves sat in on its discussion and drafting, it marked a distinct forward step and so far has worked wonderfully well to the advantage of both the employees and the company. We perhaps lean over backwards a bit in insisting that the employees work the plan themselves, but the Management makes itself easily available whenever the representatives call for Management participation in any of their meetings. Otherwise, no representative of Management meets with them.

I am enclosing copy each of two telegrams, one sent last year and the other this year by our Employee Representation Committee at Watervliet, protesting the proposed Wagner Bill.

As regards the procedure on complaints, you will find this outlined in the Plan. I can say, however, that few complaints reach the top, in spite of President Batcheller's active interest in the disposition of every one. The reason is that the men and their supervisors dispose of the complaints by prompt friendly consideration and generally by a decision just as prompt.

LUDLUM STEEL COMPANY

Miss Ida M. Tarbell.

PAGE 12.

Yes, we have, I understand, some trade union cards within the plant but I doubt if regular dues are paid to any outside union.

To summarize, I feel that our best results have been obtained through our employees sensing that we assume that most of them are literate. Most of them are. Ninety nine percent of them were undoubtedly astonished to learn accurately the distribution of our dollar of income. It has helped them appreciate our jobs, just as we on the Management side appreciate ours.

You may recall that even our annual picnics are being sponsored at each plant by the Employees Representation Committee, which Committee appoints the various committees from among employees other than those on the main committee. It was in speaking at each of these gatherings last Summer that President Batcheller first attempted a specific analysis to all employees of Ludlum's dollar of income, how it is spent and the small portion salvaged as profit.

Without quoting their remarks, you might be interested to know that recent letters from Mr. Wm. B. Dickson and Mr. Bernard M. Baruch express opinions in regard to the Wagner Bill very similar to your own. Probably you know Mr. Dickson, but if you do not, he is a man whose foresight and persistent effort in behalf of better conditions and greater justice for the laboring man is a matter of record over the last thirty years. He was the Steel Corporation's first Vice President, resigning, I believe, about 1910.

The name of Ida M. Tarbell has long been a familiar one to me. Sometime when I am in New York I would consider it a great privilege to meet you.

Yours very truly,

LUDLUM STEEL COMPANY



A.W. Mace

Assistant to the President

AWM:HM